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The bibliography lists 114 annotated entries on workshops for the handicapped. Although some items date back to 1963, most are from 1966 and 1967. Research, project, and conference reports are cited as well as program descriptions and other varied publications. The three previous issues of this bibliography on workshops contain abstracts of items published through June 1966. Issues 2 and 3 are available as ED 013 005 and ED 012 543. (JD)

Workshops for the Handicapped

AN ANNOTATED BIBLIOGRAPHY

NO. 4

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WORKSHOPS FOR THE HANDICAPPED

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REHABILITATION COUNSELING PROGRAM

CALIFORNIA STATE COLLEGE AT LOS ANGELES

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PREFACE

Until recent years, sheltered workshops generally lacked a self-conscious rationale to serve as a basis of their programs for helping their clients toward economic independence. Workshops tended to be cut off from the mainstream of rehabilitation, and had not attracted many professionally trained personnel. Largely because of the interest and financial support provided by the Vocational Rehabilitation Administration, this situation has improved considerably. The growing number of quality journal articles and research reports is but one indication of this improvement.

The entries in this fourth issue of Workshops for the Handicapped show the high level of activity in this field, as well as their authors' increasing concern with such matters as methodological rigor and clear specification of goals. For example, it is now more common for a workshop to report the number of clients rejected as a result of an admissions' screening process, the number terminated as unsuited to its particular program, and the number successfully placed in competitive employment or in training programs.

We note other encouraging trends. Reports of projects tend to be briefer, to present original data, to contain useful summaries, and to spell out implications of their findings for professional personnel. However, some reports are excessively long and suggest a lack of awareness of what is taking place in workshop programs other than the one being described.

The literature seems to provide very inadequate coverage of such matters as the cost of rehabilitation in the sheltered workshop and the most appropriate means of financing these costs. Perhaps this lack of coverage reflects lack of clarity regarding the responsibility of workshops to account for wage rates to their clients and the general public. What services do workshops provide which entitle them to exemption from minimum-wage laws and to other prerogatives of a non-profit service organization? The public would probably be dissatisfied with a mere assertion that "the handicapped work here." There is still a need to bring some order into the confusion surrounding the cost of sheltered workshop services.

Data about how much it costs to achieve specific goals with different types of clients would provide a much-needed dimension in the literature. In addition, it might help the public and governmental agencies understand the great variety of workshop programs, and the reasons for their diversity.

We gratefully acknowledge the following assistance in the prepa-

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To the Vocational Rehabilitation Administration, for a grant covering part of the cost of its publication;

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California State College at Los Angeles

October, 1967

WORKSHOPS FOR THE HANDICAPPED

AN ANNOTATED BIBLIOGRAPHY

Abbott, W. M. "and ... someday, perhaps, my chance will come." Fargo, North Dakota: Vocational Training Center, Inc., 1966. 113 pp. Offset.

This V.R.A. supported project demonstrated the feasibility of vocational training through workshop programs for the mentally retarded in communities largely agricultural with population of less than 55,000.

The objectives, methods used, professional services provided, and recommendations are detailed. A wide range of services were provided for the trainees including supervised recreation, instruction in grooming and social graces.

Cooperative relations with the community and local college provided extra services, student training and acceptance of graduates into the community. The appendix contains statistical data, samples of forms used, and descriptions of evaluation devices.

Abilities Inc. of Florida. Employment of the physically handicapped in a competitive industrial environment. Report of V.R.A. supported Project No. RD-493. Clearwater: Abilities Inc. of Florida, 1966. 27 pp.

A project designed to provide severely disabled and older workers with a work environment similar to that encountered in competitive industrial employment, to provide clinical training for professional rehabilitation personnel, and to stimulate the employment of severely disabled and older workers through demonstration techniques. Employee characteristics, training, and community relations are discussed. No therapy or treatment is offered during working hours. Workers receive prevailing wages and benefits. Of 207 people receiving services since 1960, 138 (about 2/3) "have been vocationally rehabilitated. Others were referred to sheltered workshops and other agencies for further rehabilitation."

Achievement House, Inc. Vocational rehabilitation training in a rural community. Progress report of V.R.A. supported Project No. 1259-G. San Luis Obispo, Calif.: Achievement House, 1965. 7 pp.

Because of the rural area and poor transportation, job placement was a major problem. The project sought to demonstrate that the mentally retarded and physically handicapped who have been unable to secure employment could be absorbed in the labor market. The cooperation of the County Welfare Department and the Department of Rehabilitation was obtained.

Alabama School of Trades Rehabilitation Center. A method for evaluating and adjusting emotionally handicapped clients and older disabled workers for competitive employment. Report of V.R.A. Project No. 976d. Gadsden, Alabama: The Center, undated (c. 1967). 78 pp. Mimeo.

The project population was made up of "people with physical and mental disabilities whose primary handicap was a negative attitude toward work and an inappropriate pattern of vocational adjustment." It also included the older disabled worker. The program was divided into six steps to placement: evaluation, work therapy, production, pre-placement training and placement.

Methods of developing placement outlets are: contact with local civic clubs, trials or short jobs, and on-the-job training. Direct contact with an employer did not produce the desired results. The author concluded that "clients whose primary disability was mental achieved vocational stability in a smaller proportion than those whose primary disability was age or physical. A larger proportion of the mentally handicapped clients were dismissed as unable to achieve vocational competence or kept in training past the five month interval."

Arlington County Public Schools. The George Mason Occupational Training Center handbook. Arlington, Va.: Author, 1965. 29 pp. Offset.

Describes admission, instruction, training, placement and follow-up activities of the Center, which serves mentally retarded adolescents and young adults. These procedures might be found applicable in workshops in which similar functions are performed.

Baganz, P. C. Problems associated with the vocational rehabilitation of drug addicts. Rehabilit. Counsel. Bull., 1966, 10 (1), 18-22.

Relates the author's experience in developing the employability and subsequently promoting the job placement of drug addicts at the Public Health Service Hospital in Fort Worth, Texas. He concluded that this group was not as difficult to place as commonly believed. "But our experience in placing the addict locally shows that, if he has something to offer in the way of job skills, it is not too difficult to find some one who will give him a chance."

Implications of this article suggest a role for the workshop in motivating and training addicts.

Banas, P. A. and Nash, A. N. Differential predictability; selection of handicapped and non-handicapped. Personnel and Guid. J., 1966, 45 (3), 227-230.

Study conducted by the Industrial Relations Center, University of Minnesota, to determine whether performance of non-handicapped skilled, clerical and non-skilled workers is more predictable than performance of similar subgroups of handicapped workers, using certain aptitude measures as predictors. Results indicated that the performance of the handicapped was not as predictable and support the idea that personality and motivational reaction to the disability may be more important than aptitude level.

Barrett, A. M., Relos, Ruth, and Eisele, J. Vocational success and attitudes of mental retardates toward work and money. Am. J. Ment. Def., 1965, 70 (1), 102-107.

Two groups of mental retardates, one vocationally successful and the other designated as unsuccessful, were equated in terms of I.Q. and age and had approximately similar backgrounds of education and training. Differences in conceptualizing ability when using items involving use of money and attitude toward work were found between the successful and unsuccessful groups. The study is further evidence that I.Q. alone may not reflect the total mental ability of the retarded. The ability to think relatively abstractly may be of predictive value for vocational success of mental retardates.

Bitter, J. A. Training guide for vocational habilitation. St. Louis: Jewish Employment and Vocational Service, 1966. 81 pp. Mimeo.

This training guide "is intended to be a working guide for counselors of habilitation clients, i.e., clients with little, if any, vocational experience."

Each of five phases in the training process is described in detail. The guide is a clear and explicit statement of how to develop the work personality and provide vocational training for habilitation clients.

The ideas and material were gathered in connection with the author's project concerning the mentally retarded reported below under: J. A. Bitter, Work experience center.

Bitter, J. A. Work experience center: Habilitation of the retarded. Final report of V.R.A. Project Number RD-1525. St. Louis: Jewish Employment and Vocational Service, 1967. 33 pp. Mimeo.

The subjects in this demonstration project were 132 referrals from special schools for the retarded. Following comprehensive vocational training and individual case management, outcomes were summarized as follows: 86 completed program services; 48 were community employed; 20 were sheltered employed; 11 were unemployed; and the status of seven was unknown. Twenty-three others had been returned to school full-time for further school benefits, and the remaining 23 were still being served by the program.

Thirteen implications for rehabilitation personnel are clearly and succinctly stated. Particular emphasis is placed on the importance of work try-outs with employers in conjunction with continued counseling. Thirty-four item bibliography.

Bitter, J. and Bolanovich, D. J. Development of vocational competence in the moderately retarded. Ment. Retard. 1966, 4, (6) 9-12.

A work-study project for "lower IQ" retardates devoted to vocational preparedness is described. A highly individualized developmental sequence in a coordinated program with school, home, workshop and employer leads to employment objectives.

Bitter, J. A. and Bolanovich, D. J. The habilitation workshop in a comprehensive philosophy for vocational adjustment training. Rehabilit. Lit., 1966, 27 (11), 330-332.

A discussion of the general philosophy of vocational adjustment training as related to four types of workshop models. Reveals the different roles played by the terminal, transitional and clinically oriented workshops in restoring the handicapped to their fullest vocational and economic usefulness and suggests the additional need for "habilitation" workshop programs that focus on vocational education and experiences for handicapped persons who have never known the work world.

Black, B. J. Industrial therapy for the mentally ill in Western Europe. Bronx, N.Y.: Altro Service Bureau, 1966. 77 pp.

This report is the result of visits to the major industrial therapy programs in England, The Netherlands, and France, augmented by reviews of the literature and correspondence. Examples of developments reported are given below:

Great Britain: Under the Ministry of Labour a company was organized called the Disabled Person Employment Corporation, Ltd., better known as REMPLOY LTD. This company is equivalent in purpose to those American sheltered workshops which offer temporary work training. The newest development is the Industrial Therapy Organization.

The Netherlands: Their system of sheltered workshops includes unemployed manual and white collar workers as well as the handicapped. The Centrale Workplaats serves particularly those patients with "hidden" handicaps and has a special interest in the mentally ill.

France: Stress is laid on psychochemical and "Pavlovian" types of retraining. "Ergo therapy" is used.

The book concludes with a chapter on some observations regarding the significance to industrial therapy for the mentally ill in the United States.

Blakeney House. New sheltered workshop for Victoria. Rehabilit. in Canada, 1966-67, (15), 28-29.

A new type of building has been constructed by Goodwill Industries to provide training in major appliance repair, furniture repair and refinishing, domestic employment, restaurant work and use of bookkeeping machines. A dormitory, gym and other recreational facilities will be used

for the trainees before they are returned to their own communities for employment.

Borchert, C. Blind trainees succeed in industry. The New Outlook for the Blind, 1967, 61 (2), 44-47.

A demonstration project of blind students attending a trade-technical school is explained and evaluated. Students, instructors, observers and employers agree that it was a satisfactory experiment and should be continued because "the quality of their work compared to sighted students is excellent and the safety record is exceptional." Six out of seven who took part in the experiment are working in competitive industrial jobs and "doing well."

Brice, C. R. Vocational programming for the retarded. Am. Vocational J., 1966, 41 (5), 23-26.

Discussion of the work adjustment training program for the mentally retarded at the Madison Vocational, Technical and Adult Schools. The program is work oriented with a primary objective of job placement in remunerative employment and the secondary goals of providing personal and social adjustment. Included also is information on possible training areas and steps to acquire a staff.

California Department of Rehabilitation, Division of Vocational Rehabilitation. A demonstration of expanded and intensified rehabilitation service for severely disabled recipients of O.A.S.D.I. disability benefits. V.R.A. Demonstration Grant No. 967. Sacramento, Calif.: The Department, 1964. 75 pp. Offset.

The project setting included four major rehabilitation Centers in Los Angeles. The purpose was to determine which types of severely disabled are feasible for vocational rehabilitation, to determine the effectiveness of the team approach, and to determine the practicability of lowering requirements of acceptance for rehabilitation services for this group. Results: the cardiovascular patients showed greatest increase in functional and work potential. Various charts, graphs and forms are included.

California State Department of Rehabilitation. The rehabilitation of a selected group of severely disabled persons; final report of a project conducted in California. San Francisco, The Dept., 1964. 41 pp. Mimeo.

Background information on the development of a project initiated by the California Bureau of Vocational Rehabilitation in September 1955. The rehabilitation of 100 persons with disabilities involving two or more extremities indicates the potential of the seriously disabled when served by trained personnel and adequate facilities. It was found that interjecting vocational training between treatment periods favorably influenced treatment; by the time the patient had completed physical restoration, he was prepared for a job. [Rehabilit. Lit., 1966, 27 (10), 315.]

California, State of: Assembly. Selections from report of the Assembly Interim Committee on Social Welfare. Assembly, 1967. 4 pp. Offset.

The Committee recommended that "a distinction be made between workshops which provide temporary work training in marketable skills and workshops which offer work adjustment or permanent employment." It further recommended an expansion of services to the mentally retarded recipients, and increased use of training programs for the general public. The report contains a general discussion of trends in public and private sheltered workshops.

Caniff, C. E. et al. Manual of standards for rehabilitation centers and facilities. 100 pp. Standards for rehabilitation centers and facilities. 15 pp. Standards survey form for rehabilitation and facilities. 77 pp. Evanston, Illinois: Association of Rehabilitation Centers, Inc., 1965.

Developed by a project staff and a supervising committee of the Association of Rehabilitation Centers, these three publications summarize their efforts over a four year period. The Manual sets out standards under the following categories: goals, organization, services, personnel, records and reports, fiscal management, and physical plant. Much of this is relevant to vocationally oriented rehabilitation facilities although the model described is the comprehensive type.

The first draft of these publications was abstracted under C. E. Caniff et al. Workshops for the Handicapped. No. 3 1966. p. 5.

Capobianco, R. J. and Jacoby, Helen B. The Fairfax Plan: A high school program for mildly retarded youth. Ment. Retard., 1966, 4 (3), 15-20.

Automation and the employability of mildly mentally retarded youth are discussed in relation to a planned education program for good citizenship and economic independence, as well as good workmanship with training for "flexible vocational opportunities." The procedures, schedules and programs are outlined with new job possibilities listed for the mentally retarded. Automation has opened new jobs suitable for retardates.

Churchill, O. R. A door is open. (Final Report of V.R.A. Grant No. RD-964). Little Rock, Arkansas: Arkansas Rehabilitation Service of the State Board of Vocational Education, 1965. 80 pp. Offset.

A project designed "to increase, intensify and improve rehabilitation services for the more severely disabled (those not allowed benefits by OASDI)." This was a state-wide program and the Hot Springs Rehabilitation Center and six community workshops provided pre-vocational counseling, evaluation, training, therapy, job placement and follow-up.

"Of the 200 persons who were accepted for programs of rehabilitation services, 78 were placed in employment; 53 failed to achieve employment; and 69 remained in their programs when the project ended. Thirty of the 78 persons who went to work found jobs in competitive situations."

Cohen, J. S. Vocational rehabilitation of the mentally retarded; the sheltered workshop. Mental Retard. Abstracts, 1966, 3 (2), 163-169.

In view of recent emphasis on vocational rehabilitation services for the mentally retarded and recommendations for the construction, equipment, and initial staffing of sheltered workshops and other rehabilitation facilities, the author examines the technics, settings and efficiency with which training provisions can be made for the retarded. Included are definitions of a sheltered workshop and discussion on the purpose of sheltered workshop programs, factors essential to rehabilitation programs for the retarded, physical facilities of a sheltered workshop, integrated and non-integrated workshops, community relations, staffing, and special fund problems. The author suggests that relationships between sheltered workshops and special education programs should be explored and developed more fully. [Rehabilit. Lit., 1966, 27 (9), 284.]

Daniels, D. N. New concepts of rehabilitation as applied to hiring the mentally restored. Community Mental Health Journal, 1966, 2 (3), 197-201.

Traditional approaches assessing the employability of mental patients are based on an erroneous concept of the process of mental restoration and start with a forbidding notion of hiring only the "mentally restored." Suggestions for successful rehabilitation with poor risk groups are proposed.

Davis. A. D. A community-oriented rehabilitation center. J. Assn. Phys. Ment. Rehab., 1966, 20 (4), 128-131.

Describes a rehabilitation program begun in September 1963, at a 2,000 bed state psychiatric hospital, in an effort to expedite chronic patients' return to community living and to aid them to remain in the community. The program is oriented toward patients' social and vocational disabilities and is more concerned with developing their assets than in dealing with their liabilities. [Rehabilit. Lit., 1966, 27 (11), 346.]

Douglas, A. D., Conway, Stella, and Beeby, G. J. A personal survey of industrial therapy in the psychiatric hospitals of the Sheffield region. British Journal of Psychiatry, 1966, 112 (491), 1013-1017.

Simple assembly, light engineering, plastic goods trimming, and waste products reclaiming projects provide patient jobs usually broken down in stages so that the individual may progress from simple to complex tasks. With the aim of evaluating the work as a therapeutic tool in treatment of chronic patients, eight psychiatric hospitals were surveyed. A majority of schizophrenics were working, but it seems that drug therapy and additional attention are needed to lead to discharge of the long-stay schizophrenic. [Psychological Abstracts, 1967, 41, 164. No. 1677.]

Dvonch, Patricia, Kaplan, L. I., Grynbaum, B. B. and Rusk, H. A. Vocational findings in postdisability employment of patients with spinal cord dysfunction. Arch. Phys. Med. and Rehab., 1965, 46 (11), 761-766.

A follow-up study of patients with spinal cord dysfunction who had been employed at some time since the onset of their disability revealed that education, age and the ability to drive a car enhance the possibilities for vocational success.

Includes analysis of reason for employment and factors influencing success, information which could assist in future rehabilitation training.

Eber, H. W. Multivariate analysis of a vocational rehabilitation system. Multivariate Behavioral Research Monographs, 1966. (No. 66-1). Fort Worth: Texas Christian University Press. 52 pp.

The writer is attempting to demonstrate the applicability of the multivariate linear model to statistical analysis of broad classes of system record data, and to the achievement of a clearer understanding of a vocational rehabilitation system. "The investigator suggests that multivariate statistical methods, particularly factor analysis, offer a great deal toward the achievement of conceptual clarity. . . . [for] a state vocational rehabilitation system." One factor, training services, includes funds spent for workshop evaluations.

Educational Research and Development Council of the Twin Cities Metropolitan Area, Inc. Inter-district school rehabilitation program for less able retarded adolescents. Progress report of V.R.A. Project No. RD-1810-G. Minnetonka, Minn.: Cooperative School Rehabilitation Center, 1967. 10 pp. Mimeo.

The project's purpose is to make the group employable, and show that a longer-term educational program can prepare retardates for adult roles which will make institutionalization less necessary. A new instructor, college students as program aides, additional machines and work space, training in physical education, pre-vocational training areas, on-the-job training, job placement, and evaluative research have been added to the project.

Elkin, L. Predicting productivity of trainable retardates on experimental workshop tasks. Am. J. Ment. Def., 1967, 71 (4), 576-580.

The purpose of this study at the Saskatchewan Training School was to examine three facets of employability prediction: establishing objective criteria for measuring success on the job, predicting work potential of institutionalized trainable retardates and estimating the predictive value of work samples. Experimental tasks were carried out under typical workshop conditions in the experimental section of the sheltered workshop. Results indicate considerable overlap between intellectual, psychomotor and vocational measures and success on

the job, supporting the author's hypothesis of a "general ability" factor being related to job success of low grade retardates.

Employment Service Review. Washington, D.C.: U.S. Government Printing Office, 1966, 3 (9).

The September issue of Employment Service Review is traditionally devoted entirely to articles on the placement and employment of the handicapped. [Rehabilit. Lit., 1966, 27 (12), 373.]

Fenton, J. and Thompson, Martha M. (Eds.) Proceedings of the Institute on the employment of the mentally retarded in New York State civil service positions. Albany, New York: New York State Interdepartmental Health and Hospital Council, 1966. 56 pp. Illus., tabs.

In addition to summarizing the content of major sessions of the Institute, this report contains a listing of background information on events leading up to the Institute, a listing of civil service positions potentially appropriate for employment of the mentally retarded, the conference participants and their official positions, a selected bibliography, and state departments and agencies with programs and services for the mentally retarded in New York State. [Rehabilit. Lit., 1967, 28 (3), 88.]

Fenton, J. and Thompson, Martha M. The process of organizing a program for the employment of the mentally retarded in a state civil service system. Rehabilit. Lit., 1967, 28 (1), 2-9.

A review of the New York State Civil Service System revealed approximately 13,000 jobs potentially appropriate for the employment of mentally retarded persons. In employing these persons, state governments could benefit in finding a stable source of manpower for those jobs having a high turnover, as well as contributing to the rehabilitation of a large segment of the mentally retarded population. Suggestions of the ingredients necessary to encourage state and municipal governments to open civil service doors to the qualified mentally retarded include: strong commitment to the program on highest government and administration levels; an educational program to eradicate prevailing misconceptions of the mentally retarded and instill an understanding of their capabilities; and an agency designated to evaluate, train, certify, and follow-up the mentally retarded persons.

Fordyce, Denice F. The role of occupational therapy in work assessment; an experimental study on the role of occupational therapy in work assessment and the placement of physically disabled patients in the open labor market, with suggested techniques. Johannesburg, South Africa: National Council for the Care of Cripples in South Africa, 1965. 60 pp.

In this thesis presented to the Pretoria College of Occupational Therapy in 1965 in partial fulfillment for the Teachers' Diploma in Occupational Therapy, Miss Fordyce reviews the literature and presents two case histories of patients (one with upper limb disability, the other with lower). Methods, which differed in the two cases, are described as used from the time of the initial interview to job placement. [Rehabilit. Lit., 1966, 27 (11), 338.]

Forney, L. R., and Moore, F. A. Special report to Association of Rehabilitation Centers and Office of Manpower, Automation, and Training. Downey, Calif.: Employment Demonstration Project, Rancho Los Amigos Hospital, 1966. 26 pp. + Appendices. Offset.

A project designed to "demonstrate that group techniques of counseling, testing, and training will result in the employment in the competitive labor market of hitherto chronically unemployed, handicapped individuals." The project included a "Work Evaluation Center," "the Hospital work station program," and placement assistance. The Work Evaluation Center included a workshop designed "to provide as realistic a work setting as can be achieved short of competitive industry." Charts of client flow and administrative organization illustrate the relationship of the workshop to other rehabilitation activities. Follow-up counseling after placement was felt to contribute to job stability. As of the report date, 129 clients (50% non-white) have been referred to the Project, 10 placed in employment, and 5 started in long-term rehabilitation plans. The appendices include (a) a 6-page description of "a model workshop in a comprehensive rehabilitation center," (b) a summary of Work Evaluation Center activities, and (c) sample forms used in client appraisal and production record keeping.

Fort Logan Mental Health Center. The Fort Logan Mental Health Center: vocational services program. Denver, Colo.: The Center, 1966.

A "contract program offering paid, meaningful work" forms a part of the treatment program in this new mental hospital. Work was made available to patients "at any point in the treatment program." The vocational program also includes

vocational counseling and job-placement assistance. "Decreased length of stay and better post-hospital adjustment" are reported.

Galazan, M. M. The road ahead. Paper presented at the Conference of the National Association of Sheltered Workshops and Homebound Programs, 1965. Milwaukee, Wisconsin: Institute for Work Adjustment of the Jewish Vocational Service, 1965. 11 pp.

A discussion of what a workshop is: history, types of clients, medical and social services, community and government relations, and the importance of work in our society. On this basis the future of the workshop as a major institution is outlined. Professional status for the workshop as a treatment and training center is an objective of the association members.

Gersten, J. W. Rehabilitation research and training center (developmental) (including heart disease, cancer, and stroke). Progress Report #2, Project No. RT-10 of the Vocational Rehabilitation Administration. Denver: University of Colorado School of Medicine, 1966.

As part of the project, a vocational rehabilitation clinic was established for purposes of evaluation, screening and referral services. The clinic uses work situations in the hospital for pre-vocational evaluation or actual on-the-job evaluation. The clinic is staffed by a full-time counseling psychologist, a pre-vocational evaluator and a rehabilitation counselor. It serves the entire state of Colorado and portions of surrounding states.

Gittleson, N. L. (Middlewood Hospital, Sheffield, England). The Schizophrenic Rehabilitee. Brit. J. Psychiatry, 1966, 112 (483), 201-202.

For 35 rehabilitees admitted to an industrial rehabilitation unit over a year, persistence in finishing the course was more typical of those who had been ill at least 80 months than of those ill a lesser time. [Psychological Abstracts, 1966, 40, 656. No. 6922.]

Goertzel, V., Grumer, M., Hiroto, D. S., and Moos, J. H. Coordinating hospital and community work adjustment services. Camarillo, Calif.: Camarillo State Hospital, 1967. 67 pp. Mimeo.

A project designed to use work as an instrument to help patients leave the hospital sooner, to insure their tenure in the community, and to raise their level of functioning. The facilities included the bakery within the hospital and a Jewish Vocational Service Workshop. Purpose: to get patients to see work as part of the treatment-rehabilitation process and to develop close working relationships between the hospital and the workshop. The introduction of a rehabilitation counselor into the hospital bakery was one of the principal methods used in changing this hospital industry into a work-adjustment setting. Individual and group counseling included "marathon" group sessions. Relatives significant in the patient's life were interviewed. The community phase was centered around the Jewish Vocational Service Workshop. Financial loans were offered to those patients who needed them. Amount of time spent in the bakery or the workshop was related to the level of success.

It was concluded that anticipation of leaving the hospital with a place to stay and a place to work can be an effective motivating factor.

Of 142 patients served, 31 became self-supporting in the community, and 32 others remained out of the hospital at least six months after discharge.

Goertzel, V. and Grumer, M. Joint operation--a philosophy of inter-agency relationship. J. Jewish Communal Service, 1965, 41, 273-277.

A description of a project entered into by Camarillo State Hospital, California, and Jewish Vocational Service. Its purpose was to demonstrate a method whereby two agencies jointly plan, develop and conduct a continuing program for a group of persons in need of both services. The method increased speed of intake but did not change the philosophy of either agency.

Goodwill Industries of America, Inc. Goodwill Industries manual for financial records. Washington, D.C.: Goodwill Industries, 1966. 113 pp. and appendix. Offset.

"A comprehensive reference book and guide on general standardized accounting procedures in loose-leaf form." Its

purpose is to allow for "direct classification of financial information. It provides a basic skeletal accounting system."

Goodwill Industries of Fort Worth, Inc. Work evaluation and training for chronic mental hospital patients in a generic workshop. Final Report of V.R.A. supported Project No. RD-689-64-C3. Fort Worth: Author, 1965. 30 pp. + Appendices.

The vocational rehabilitation program included an evaluation, workshop procedures and "evaluation-workshop orientation." The Grant Project attempted to demonstrate the effectiveness of the cooperation of a local Division of Vocational Rehabilitation, the Goodwill Industries, and a mental hospital.

Of 104 chronic mental hospital patients studied, follow-up showed 28% employed, 14% seeking employment, 2% still in training, and 34% hospitalized. Project forms are reproduced.

Goodwill Industries of Philadelphia & Vicinity, Inc. Breakthrough. Philadelphia, Pa.: Author, undated. (c. 1966).

A brochure describing the comprehensive workshop service as a vocational rehabilitation structure, a diagnostic evaluation unit for other agencies with emphasis upon "positive action." Diagnostic evaluation includes: (a) psycho-social; (b) medical, with "in depth environmental study"; (c) pre-vocational, involving "reality vocational tests"; (d) vocational; and (e) placement.

Great Britain Ministry of Labour. Industrial rehabilitation. Occupational Ther., 1967, 30 (2), 31-34.

An analysis of rehabilitation results achieved with 17,587 persons admitted to industrial rehabilitation courses provided by the Ministry of Labour during an eighteen-month period ending June 30, 1966. Discussed are sources of referral to the industrial rehabilitation units, characteristics of those served, and medical categories of disability represented. [Rehabilit. Lit., 1967, 28 (5), 164.]

Hallenbeck, Phyllis N. and Campbell, J. L. A conceptual framework for work adjustment training. J. Counsel. Psych., 1966, 13 (4), 409-415.

An outline of the process of work adjustment in a transitional workshop is presented in a four-phase framework: "settling in", "learning", "growth", and "job readiness". The dynamics of the client's change are described as the problems and tasks of each phase, and the client's behavior as described in each phase may serve as "landmarks" to his progress. The importance of environmental factors, including the intervention of the work adjustment counselors, are noted as facilitating the tasks of the client. The total framework may serve as a conceptual background for professional persons involved in work adjustment training. [Author's abstract.]

Higbee, Walter R. Supervisors as raters in the assessment of workshop performance of retarded sheltered employees. Amer. J. of Ment. Def., 1966, 71 (3), 447-450.

Presents a method for enlisting sheltered workshop supervisory personnel in the performance of retarded, sheltered workers. Six supervisors rated 71 workers with inter-rater correlation coefficients ranging from .71 to .92. Correlations between WAIS IQs and supervisor-rated workshop performance were presented with WAIS verbal IQ correlating lowest and performance IQ correlating highest.

Hobbs, Patricia J., Klier, J., and Rasmussen, Jane W. Occupational training center for the mentally retarded. Final report of V.R.A. Project No. RD-980-D. San Jose, Calif.: Hope for Retarded Children and Adults, Inc., 1967. 52 pp. and appendices. Mimeo.

Working with a group whose mean I.Q. was 65, the project served 202 male and female retardates over a four-year period. Results are reported as follows at the end of the grant period: 24 percent had been placed in competitive employment, 31 percent had been placed in sheltered employment, 31 percent were terminated prematurely, and 14 percent were still in training.

The authors found that retardates from middle-class backgrounds make a poorer occupational adjustment than comparable ones from lower socio-economic background, and that retardates are capable of "far more complex tasks than have traditionally been considered feasible." Areas needing further research are detailed. The appendices reproduce the forms used in the Center.

Howard, J. W. A workshop in a comprehensive rehabilitation setting. Rehabilit. in Canada, 1966, (13), 6-11.

Delineates the essential aspects of the workshop now functioning as part of the Occupational Therapy and Rehabilitation Centre in Montreal. Discussed are the bases for admittance of clients, organization, and staffing. The techniques of assessment, diagnosis, psychological testing and therapy are reviewed in terms of their application in this workshop. Based on the premise that the aim of the workshop should be directed toward helping the client help himself to effect changes in his maladaptive behavior role, vocational guidance and job placement follow these four techniques.

Human Interaction Research Institute. Utilization of applicable research and demonstration results. Final Report of Project No. RD-1263-G of Vocational Rehabilitation Administration. Los Angeles: the Institute, 1967. 70 pp. + Appendices.

A project to study the factors which impede and those which facilitate the spread of innovation in the vocational rehabilitation field. One communication method used was an improved written report, but a conference combined with a site visit to the innovative demonstration was found the most effective in stimulating innovation and adoption of innovation. Workshops which used psychological consultation showed more openness to exploring new ways of attaining their goals and were more receptive to research, demonstration and innovations than agencies without consultation.

The first year was devoted to fact finding and exploratory investigation. At the planning meeting July 1963, 18 VRA research and demonstration projects were considered, of these two were chosen. A booklet titled Learning to Work was prepared as an exemplar of an improved written report.

Findings indicate that when an organization is involved in critical self-examination, even in the absence of a resource person, it can develop and use innovation. Organizations which had a psychological consultant to management changed significantly more than other agencies. A strategy for innovation was developed regarding reports, use of users as "co-architects" of the demonstration, conferences combined with trips to other agencies, and modeling the role of the psychological consultant after that of the county agent.

Human Resources. Exploratory and evaluative research in the vocational adjustment of the handicapped. Report of V.R.A. Project No. RD-1949-G. Albertson, N.Y.: Author, 1966. 11 pp. Mimeo.

A description of the role of the Director of Research, and specific activities he coordinates. Projects related to vocational rehabilitation training and mental retardation include persons placed in a sheltered workshop.

International Labor Office. Manual on selective placement of the disabled. Geneva, Switzerland: The Office, 1965. 77 pp. Forms.

Chapters cover: the identification and registration of the disabled, interviewing techniques, vocational counseling, how employment opportunities may be found and extended, role of the selective placement officer, techniques for matching the worker with the requirements of the job, relationships with employers, legislation requiring compulsory employment of the disabled, administrative aspects of a vocational rehabilitation program, and selection and training of staff... [Rehabilit. Lit., 1966, 27 (12), 373.]

Ireland, F. Rehabilitation of adult psychiatrically handicapped persons in boarding homes. Rehabilit. in Canada, 1966-67, (15), 15-19.

A system of boarding homes for mental patients with long histories of repeated admissions, and who had been considered unemployable, is described. One home cited as an example uses the methods of group discussion, role-playing, community exploration, creative activities, upgrading of education, job preparation, charm school, and money management instruction. The average stay is 18 months and the young women leaving this home are self-supporting in the community because of new skills learned in the boarding home.

Jarrell, A. P., and Petty, W. C. Vocational rehabilitation services in a total psychiatric care program. (Final Report of V.R.A. supported Project No. RD-778). Atlanta, Georgia: State Department of Education, Division of Vocational Rehabilitation, 1964. 80 pp.

A project designed to demonstrate that a cooperative relationship between Vocational Rehabilitation and Public

Health offering a complete range of integrated medical, psychological, social, and vocational services could help in reintegrating the discharged patient into the life of the community. Of special interest is the Rehabilitation Center, with a bed capacity of 360 and areas for counseling, testing, evaluation, therapy, recreation, and a workshop for vocational training.

Jewish Employment & Vocational Service. Educational and vocational rehabilitation of disadvantaged handicapped youth. Progress Report of V.R.A. Project No. RD-1885-P. Philadelphia, Pa.: Author, 1967. 11 pp. Mimeo.

A project designed to develop a program for socially disadvantaged and disabled youth who are potential school dropouts. Progress in the second year was shown by statistical comparisons. The authors give a detailed description of the background of the youth, the intake and pre-vocational evaluation process, psychological testing, and work adjustment training. Present activities, vocational training, and future projects are outlined. Results show that through intensive personal and group counseling the students were able to "mobilize their energies and control their behavior." Parental interest and cooperation and paid employment become added incentives.

Jewish Employment and Vocational Service of Philadelphia. A work adjustment center for older disabled workers. V.R.A. Supported Project No. RD-874. Philadelphia: J.E.V.S., 1966. 70 pp. Mimeo.

The clients were disabled workers over 45 years of age. Of the 600 clients studied, only five could enter employment at the end of the evaluation period. Sixty percent were recommended for personal and work adjustment training and thirty-eight percent were not feasible for further service.

The motivation of these workers was generally poor and special techniques were required to locate them and bring them to the agency. Detailed statistical data and bibliography are included.

Jewish Employment & Vocational Service of St. Louis. A vocational rehabilitation program for the deaf in a comprehensive vocational facility. Progress report of V.R.A. Project No. RD-1804-S. St. Louis: The Service, 1967. 12 pp. Mimeo.

In this program, "the initial milieu for all clients and the core service to which other services initially related was the transitional Rehabilitation Workshop where ten to twenty deaf clients were dispersed among clients with other handicaps. As a basic tool of measurement they devised the 'Workshop Evaluation Report' containing twenty-five rating scale items. This scale seems to offer good predictive value for employment success. Results of the program indicate that workshop performance seems to be a valid indicator of on-the-job performance."

Jewish Occupational Council. Serving the Jewish community in the "great society". New York: the Council, 1965. 104 pp. Offset.

A report of a three-day conference sponsored by the Jewish Occupational Council. Items of particular interest to workshop personnel are abstracted under authors Violet Meiselman, P. Spergel, and M. Schack.

Jewish Vocational Service of Chicago. Work adjustment center for older disabled workers. V.R.A. Project No. RD-1747. Second progress report. Chicago: Jewish Vocational Service, 1967. 7 pp. Mimeo.

A project designed to demonstrate the feasibility of vocational rehabilitation of handicapped persons over 45 years of age, and to apply techniques developed by the prototype project in New York City. A one-month diagnostic workshop evaluation was developed in which clients worked half-time the first two weeks and full time for the second two weeks. A total of 302 clients have been served, and of these 83 were admitted to the workshop. Twenty-two of these 83 clients were still receiving diagnostic or work adjustment services at the writing of this report. Results: 44% of these 83 clients were successfully placed in competitive employment, and 8% were placed in sheltered employment. Good morale was considered the key, and was maintained by keeping the client in the workshop while he was seeking work.

Jewish Vocational Service of Chicago. The therapeutic workshop for older persons; final report. Chicago: Jewish Vocational Service, 1966, vii. 74 pp. Tabs.

The five-year research and demonstration project, completed in May, 1965, tested the effectiveness of a therapeutic workshop program in helping older people to cope with the psychological problems of aging, associated primarily with social isolation and emotional regression. Sections of the report cover client characteristics, service programs provided by the agency, the research design, over-all results, and results at termination of the program and at a one-year follow-up. Findings suggest the desirability of directing services of a therapeutic workshop to work-oriented older persons, rather than to the aged in general; to persons suffering role loss related to employment; and to older, depressed, and dependent persons seeking activity through work. [Rehabilit. Lit., 1967, 28 (3), 81.]

Johannsen, W. J. and Overs, R. P. Research in a Rehabilitation Center. Rehabilitation Record, 1966, 7 (5), 36-40.

Discusses the advantages and problems of research in a rehabilitation agency, many of which are shared with behavioral research in general. However, "it has attributes specifically related to the rehabilitation setting. Control of data collection procedures is difficult but manageable...." Problems discussed may be similar to those faced by researchers in workshops.

Karnes, M. B., Zehrbach, R. R., Jones, G. R., MacGregor, N. E., and George, J. M. The efficacy of a pre-vocational curriculum and services designed to rehabilitate slow learners who are school dropout, delinquency, and unemployment prone. (Final Report of Project No. RD-1075 of the Vocational Rehabilitation Administration). Champaign, Ill.: Champaign Community Unit IV Schools, 1965. 114 pp. + Appendix. Offset.

The second phase of this project is an "In-School Cooperative Work Program" for ninth and tenth grade pupils. The pupils work in the school offices, lunch rooms, or for custodians. The average student is in this phase two years. The pre-vocational counselor acts as a consultant to the non-academic supervisor of the pupil. A community work experience program is a further step.

Kirkpatrick, Marjorie. Quadriplegics can work. Rehabilit. Rec., 1967, 8 (1), 8-12.

Quadriplegics with additional problems and from varying backgrounds were brought together to determine whether they could be made vocationally productive by manipulation of their environment. The physical and mental progress of the men is described as well as types of work found suitable. Possible further projects as well as constructive goals and drawbacks are discussed.

Lawrence, C. A. Demonstration of methods of serving deaf adults in a comprehensive vocational evaluation and work conditioning center. V.R.A. supported Project No. RD-1576-S. Progress Report No. 2. Boston: Morgan Memorial, Inc., 1966. 10 pp. Mimeo.

This project seeks to demonstrate "the effectiveness of providing vocational rehabilitation services to deaf adults in a multi-disciplinary setting." Of a total of 89 referrals, 25 clients were sponsored for services. Data on outcomes are not given as the project is in progress.

Linde, T. Emotional disturbance and vocational adjustment: A multifactor approach. Proceedings of the 74th Annual Convention of the American Psychological Assn., 1966, 223-224.

From the premise that emotional disturbance inhibits effective vocational role behavior through several fairly discrete symptoms, a work-oriented multifactor workshop adjustment scale was developed. The scale is used descriptively and predictively. Descriptively, it presents a diagnostic profile, helpful in developing symptom-centered prescriptive activities utilizing workshop tasks differentially. Predictively, the several elements which comprise the scale generate a composite statistic which is a reliable (p less than .05) predictor variable for vocational adjustment after community job placement takes place. [Psychological Abstracts, 1967, 41, 613. No. 6141.]

Linde, T. F. Occupational training centers for the severely disabled in Nevada. V.R.A. supported Project No. RD-1545. Carson City: Nevada Department of Health Welfare and Rehabilitation, Rehabilitation Division, 1967. 65 pp. Offset.

This three year project demonstrated the value of an adjustment center workshop within the state division of rehabilitation. The report detailed how the close liaison between

the workshops and the state agency facilitated the rehabilitation process. In addition to reporting the project's own findings, the author uses his familiarity with the professional literature to further interpret their significance. Bibliography of 115 items.

Luebs, J. W. (Ed.) Nebraska Rehabilitation Topics. Lincoln, Nebraska: Nebraska Division of Rehabilitation Services, 1967, 1 (5), 4.

This newsletter contains three brief articles regarding workshops. One pertains to the appointment of an eight-member advisory committee to develop a state-wide plan for sheltered workshops and rehabilitation facilities. A second describes the formation of a similar committee in Northeastern Nebraska. The third discusses opening a half-way house, with a comprehensive work therapy area, by the Lincoln Salvation Army.

Luterbach, E. J., Stewart, A., and Lafane, H. G. Mental patients restored to community life. Rehabilit. in Canada, 1966-67, (15), 8-10.

A state mental hospital specializing in long term custodial care for patients was converted into a workshop with the objective of returning all patients to the community setting. The patients' training program and the general reorganization of the hospital are described. Only 108 out of 580 patients are still hospitalized. Follow-up studies have shown successful community "adjustment".

MacEachern, B. Ottawa Adult Training Center and Sheltered Workshop. Rehabilit. in Canada, 1966, (14), 11-14.

A description of a center concentrating on providing a remunerative sheltered workshop for those unable to work in a competitive labor force, training those who cannot work to be as self-sustaining as possible, and training retarded adults to be self-sufficient members of the community. Assessment and counseling for "graduates" are also part of the program.

Manheimer, R. H. et al. Vocational rehabilitation in a suburban community hospital. New York: Arthritis and Rheumatism Foundation, Inc., 1963. 59 pp.

The booklet describes a vocational rehabilitation program in a large suburban area where the jobs in a community hospital were used for vocational evaluation and training services. During the pre-vocational evaluation period, patients were assigned work tasks which were identical to commercial and industrial jobs available in the community. Conclusions indicate a hospital is an advantageous setting for vocational rehabilitation and constitutes an unique training resource.

Mankato Rehabilitation Center, Inc. Work adjustment and evaluation center for older disabled workers. Final report of Project No. RD-668. Mankato, Minn.: The Center, undated. (c. 1967). 128 pp. Offset.

This five-year V.R.A. supported project reported a 41% placement success rate with older clients. The report would be of special interest to those interested in rural clients. All aspects of the Center's functioning are detailed including reproduction of forms and a bibliography.

McWhorter, C. C. and Lamonte, Antoinette. The welfare client's rehabilitation. Rehabilit. Rec., 1967, 8 (1), 26-30.

A project giving hard-core welfare recipients an opportunity for vocational rehabilitation. Several cases are cited as examples. Training schools, institutions and workshops were used with follow-up on-the-job training. Evaluation and future plans are outlined. Results show the value of the rehabilitation-welfare team with 38% of the clients employed after 2-1/2 years. The authors conclude that research on factors leading to success or failure will help future counselors overcome "areas of significant weakness".

Meiselman, Violet. Group counseling for placement with workshop clients. Serving the Jewish community in the "great society". New York: Jewish Occupational Council, 1965.

Presents a session-by-session description of procedures followed with the groups of clients who were about to complete their training and enter the labor market. One

group contained sixteen mentally retarded clients, the other twelve emotionally disturbed clients. A total of eighteen clients, nine from each group, were successful in finding employment.

Miller, Maurine. A pre-vocational training program for hard-core handicapped. Commun. Ment. Hlth. J., 1966, 2 (2), 170-171.

Project to see if severely handicapped individuals could be taught work habits and work skills over a long period of time. After 1-1/2 years there are encouraging results and additional questions are also being considered, such as costs, parental attitudes, the effectiveness of the Vocational Capacity Scale and the use of operant conditioning.

National Society for Crippled Children and Adults. 1965 Annual report. Chicago: The Society, 1966. 32 pp.

A report on the various aspects of the society's program. The section on workshops describes 21 in 12 states serving a caseload of 300. These workshops offer job training, vocational education, sheltered employment and work adjustment services.

National Society for Crippled Children and Adults. Commission on Accreditation of Rehabilitation Facilities elects first officers. Rehabilit. Lit., 1966, 27 (12), p. 384.

Report of officers elected at first meeting of the Commission on Accreditation of Rehabilitation Facilities, an organization established by the Association of Rehabilitation Centers and the National Association of Sheltered Workshops and Homebound Programs as part of their program to improve national standards.

National Society for Crippled Children and Adults. Office of Education reports on disabled trained under MDTA. Rehabilit. Lit., 1966, 27 (10), p. 319.

Reports an increase in the proportion of physically handicapped persons in manpower development and training classroom courses from 1:16 in 1963 to 1:11 in 1966. Of the 24,000 physically handicapped persons enrolled, 2/3 were heads of families, about half were in training courses for skilled and semi-skilled occupations, and more than 70% of those completing training found employment, men having a higher employment rate than women.

National Society for Crippled Children and Adults. Training of workshop administrators shows progress. Rehabilit. Lit., 1967, 28 (2), 63-64.

Lists planned locations for new academic programs for the training of sheltered workshop administrators, along with locations that have been offering specialized training for several years.

Nelson, N. (Ed.) Workshop newsletter. Sacramento, Calif.: California State Department of Rehabilitation, 1967.

Edited by the Rehabilitation Workshop Consultant of the California Department of Rehabilitation, this newsletter contains articles, book reviews, job openings, and current news of interest to workshop personnel.

The July 1967 issue, for instance, lists the workshops in California which received special grants, contains articles on workshop tuition payments, and a census of workshops and clients.

New Regina sheltered workshop opens. Rehabilit. in Canada, 1966, (14), 28-29.

Ceramics, bookbinding and repair, woodwork and packaging are some of the types of work done. There is also a training program for restaurant, janitorial and warehouse workers, with on-the-job training by special request of employers.

Nolan, J. C. Vocational assessment of the coronary patient. J. of Rehabilit., 1966, 32 (2), 61-65.

This is a basic overview of the elements of counseling with the cardiac patient. Within this context, there is a three-paragraph discussion of a work evaluation unit. The latter serves both in vocational evaluation and to determine the patient's physical tolerance for work activity.

Novak, F. A. Program for serving the more severely disabled individuals in Nebraska. Final report of V.R.A. supported Project No. RD-965. Lincoln, Nebraska: State Department of Education, Division of Rehabilitation Services, 1965. 113 pp. Offset.

This project followed the West Virginia prototype demonstration. One hundred and thirteen clients were evaluated in a rehabilitation center with a view to making them employable. Among other findings are the need to lower the threshold of eligibility of OASI clients and their assignment to specialized case loads. Statistical data are given.

Olshansky, Simon. A look at professionals in workshops. Rehab. Record, 1966, 7 (5), 27-31.

Workshop provisions of the 1965 Vocational Rehabilitation Act are offering the opportunity for improvement of services in such institutions. Mr. Olshansky defines the function of a workshop and points out contributions that professional personnel can make to clients' success in rehabilitation. He discusses the reasons for employing professionals, the types employed, and how the workshops use their skills. [Rehabilit. Lit., 1967, 28 (1), 29.]

Ooley, W. R. and Shanks, Wilda B. One rehabilitation center--A beginning. (Report on V.R.A. Grant No. RD-579). Hot Springs, Arkansas: Hot Springs Rehabilitation Center, 1963. 63 pp.

A demonstration project designed to establish and operate a large rehabilitation center providing medical, psychological, social and vocational evaluation and services to persons with various disabilities. Of particular interest to workshop personnel is the section concerning vocational services, explaining which courses were chosen and why, and the individual training program prepared for each student. There are 22 different courses offered and tables give statistics explaining the number of trainees enrolled in each course, the number completing the work, and a study of reasons for "dropping out" and transferring.

O'Rourke, J. V. and Roberts, C. L. An industrial cooperative training plan for rehabilitation center trainees. Harrisburg, Pa.: Bureau of Vocational Rehabilitation, 1965. Mimeo.

The purpose was to establish a cooperative training program at the Pennsylvania Rehabilitation Center. The program included alternating classroom studies and on-the-job

training experience. The services include medical, psychosocial and vocational. The clients, with a mean age of 28.4, represented orthopedic, polio, cardiovascular and "other" disabilities. Results: of 124 clients, 43 were placed in on-the-job training under cooperative training agreements, 12 were placed in direct permanent employment. The large group of clients not placed in cooperative training resulted from the lack of appropriate placement openings. This was partly due to the attitudes of employers. The authors concluded "that the majority of center trainees require a full term of institutional training before placement is attempted."

Parnicky, J. J., Kahn, H., and Burdett, A. Preliminary efforts at determining the significance of retardates' vocational interests. Am. J. Ment. Def., 1965, 70 (3), 393-398.

Paper describing a V.R.A. sponsored project to standardize and validate a reading-free technique for measuring vocational interests and knowledge of retardates in job areas for which they generally have a potential and to which they can realistically aspire. Data suggest that the type of program in which the retardate is placed (school, sheltered workshop or institution) sufficiently influences the scores attained so as to require special consideration in establishing norms and in counseling. Interpretations of occupational interest profiles in the rehabilitation process are also discussed.

Pennsylvania Bureau of Vocational Rehabilitation. The severely disabled in Pennsylvania. Report of V.R.A. Project No. 865. Harrisburg: The Bureau, 1964. 75 pp. Mimeo.

The purpose of this project was to remove the barriers such as age, education, etc., which prevent state agencies from offering services to the severely disabled. All clients were O.A.S.I. "allowed" cases who previously had been rejected by the Bureau as non-feasible for rehabilitation.

Posner, B. Five days as a retarded laundry worker. Rehab. Record, 1966, 7 (3), 1-5.

The author, a deputy executive secretary of the President's Committee working to promote a project for the training and hiring of 1,000 retardates in industrial laundries during the next eighteen months, assumed the role of such a person

to discover what the working conditions were like, how the retarded would be accepted by their bosses and fellow workers, and the problems retardates might face. He found acceptance more quickly among the semi-skilled and low-skilled. The line supervisor, who has production schedules to meet, must be assured that the retarded are willing to work, that they can work, and are not going to slow his production. The mentally retarded, properly trained, have a high tolerance for monotonous repetitive work and are not likely to quit because of it. [Rehabilit. Lit., 1966, 27 (10), 317.]

Project Earning Power. Rehabilit. Rec., 1967, 8 (2), (Inside front cover).

The phoenix and heart design is the trademark of Project Earning Power. The project is an effort to utilize the talents of prominent American artists, designers and merchandisers to make the products made by handicapped people in sheltered workshops more salable and of a higher quality.

Rehabilitation Center of Southern Fairfield County, Inc. A demonstration study in centralization of educational efforts, facilities, funds and personnel essential to comprehensive rehabilitation in geographically related communities. V.R.A. Project No. RD-1348-G. Stamford, Conn.: The Center, 1967. 28 pp. and appendices.

This comprehensive rehabilitation center provided the services of physical therapists, occupational therapists, speech and hearing therapists as well as a social worker and psychologist to nearby facilities. Thus, the personnel of these hospitals, nursing homes, etc., were exposed to modern rehabilitation techniques which in most instances were not available to the individual facilities.

Smaller workshops might find in this model of cooperation some basis for the pooling or sharing of relatively scarce therapeutic and counseling personnel.

Rosen, M., Diggory, J. C. and Werlinsky, Barbara E. Goal setting and expectancy of success in institutionalized and non-institutionalized mental subnormals. Amer. J. Ment. Def., 1966, 71 (4), 249-254.

A study on whether the sheltered institutional setting affects the adequacy of the individual's performance in

purposive activity including self-evaluation as well as an evaluation of the situation confronting him. Goal-setting and expectancy of ultimate success on a nut-and-bolt assembly task were studied in two matched groups of institutionalized and non-institutionalized mental subnormals. The results indicate that residential care is more conducive to optimism and self-confidence than is non-sheltered school and community experience. Institutionalized subjects set higher goals, predicted higher performance for themselves and actually produced more than their non-institutionalized peers.

Rosenberg, L. New concepts in management and care of domiciliary members. J. Assn. Phys. and Mental Rehab., 1966, 20 (3), 100-104.

A brief review of some analyses of V.A. domiciliary members illustrates their characteristics and problems in their management. Dr. Rosenberg, Chief of the Physical Medicine and Rehabilitation Service at the Center, describes the program intended to foster feelings of self-worth, usefulness, individual progress, and responsibility. Constructive assignments in the work program help to maintain physical and mental health and contribute to vocational potential. The Arts and Crafts workshop has a curative workshop function. A hospital industry type of activity, under occupational therapy, provides work for more severely disabled members. The Dayton Center was the first to establish an augmented care section for debilitated and aged members. Included here is a statement of policy to guide future planning for domiciliary care, based on the premise that much can be accomplished in the way of restoration and rehabilitation. Positive needs for such a program are outlined. [Rehabilit. Lit., 1966, 27 (8), 253.]

Rusalem, H. et al. The vocational rehabilitation of older handicapped workers. Washington, D. C.: Vocational Rehabilitation Administration, 1963. 49 pp.

A project developed to demonstrate the feasibility of a vocational rehabilitation program for older disabled persons, to suggest procedures for working with these clients, and to differentiate "successful" from "unsuccessful" counselees. Of 700 clients, 53% were judged rehabilitated according to D.V.R. standards. Methods and techniques were developed that have been adopted by other agencies. (This item was shown under a different imprint in Workshops for the Handicapped, 1964, (1), p. 10).

Rusalem, H., Peterson, N., and McCraney, H. The role of the state rehabilitation counselor in institutional programming. Ment. Retard., 1967, 5 (2), 15-19.

Mental retardates are in an institution because of the inability to cope. The institutional environment that supports them does not necessarily train them to meet community standards of job performance, even though they have been vocationally trained. As representatives of the world of work, the vocational rehabilitation counselor should help the individual maximize the possibilities of successful vocational adaptation to the community. Suggested methods are outlined.

Schack, M. Maximizing the workshop as a therapeutic instrument. Serving the Jewish community in the "great society". New York: Jewish Occupational Council, 1965.

Briefly describes a workshop project financed by a V.R.A. grant and serving emotionally disturbed adolescent clients. One of two groups attends a Saturday workshop and public school; the "weekday workshop group" attends a special school. Staff roles are discussed briefly. The progress of a single client is described as illustrative of the services provided. The program is one of "habilitation" rather than rehabilitation, stressing development of the clients' "identities as workers".

Sherman, R. and Johnson, F. G. Rehabilitation workshops for the mentally ill. Canada's Mental Health, 1967, 15, 21-26 (January-April).

The White Cross Social Centre developed a "Pre-Vocational Rehabilitation Workshop" in 1964. The centre is the second of its kind in Canada. It has one full time staff worker plus sixty volunteers, and serves former mental hospital patients. Facilities include social activities, discussion groups and a workshop.

South African Department of Labour. Rehabilit. in S. Africa, 1966, 10 (1), 13-46.

Articles in this journal are concerned with the various opportunities offered to the handicapped in South Africa under the rehabilitation program of the Department of Labour, which provides sheltered employment factories. Data on the production of manufactured articles, descrip-

tions of the physical plants and equipment, and the roles of professional team members are included. [Rehabilit. Lit., 1966, 27 (10), 316.]

Spergel, P. Whom shall we serve? The who and why of work adjustment training. Serving the Jewish community in the "great society". New York: Jewish Occupational Council, 1965.

Presents the author's six criteria for employability and describes assessment procedures designed to select "potentially employable" clients for a program of "work adjustment training". This assessment includes an initial interview, a tour through the Work Adjustment Center, and "industrial work samples" collected over a two-week period. From this data a "success profile" is developed and "compared with industrial demands".

Stahlecker, L. V. (Ed.) Occupational information for the mentally retarded; selected readings. Springfield, Illinois: Charles C. Thomas, 1967. 816 pp. Tabs.

Dr. Stahlecker, professor of special education at Kent State University, Kent, Ohio, has brought together in this book 78 carefully selected articles from the periodical literature of the past ten years. The majority of the material has appeared in print since 1960. Representing the views of 93 authors on the education and training of mental retardates for successful occupational placement as adults, the material is grouped into major categories, in the sequential order of: guidance, occupational training, work experience, sheltered workshop, and community placement, with a final section on follow-up studies. [Rehabilit. Lit., 1967, 28 (6), 184.]

Strunk, F. R. et al. Comprehensive evaluation and intensive service to O.A.S.I. disability beneficiaries. Report of V.R.A. supported Project No. RD-867. Detroit: Rehabilitation Institute, 1965.

Vocational diagnostic services were provided the project subjects at the Detroit League for the Handicapped. During a four-week program, the subjects were tested in such different areas as office clerk, sales clerk, drafting, sewing, elevator operator, porter work, hand assembly and others.

Suazo, A. C. and Lang, J. E. New work opportunities for the mentally retarded. Washington, D. C.: National Association of Sheltered Workshops and Homebound Programs, 1966. 9 pp. Offset.

> "The Project is designed on an experimental basis, to expand the employability of the mentally retarded by a realistic introduction of jobs in candle making and related industries. Thirteen workshops were chosen to participate . . . This Project is unique in the field of sheltered workshops experience in the nation because it has provided the opportunity to develop on a national scope a specific product for sheltered workshops enhanced by a rare market potential."

Tate, B. G. and Baroff, G. S. Training the mentally retarded in the production of a complex product; a demonstration of work potential. Exceptional Children, 1967, 33 (6), 405-408.

> Describes the administration of the sheltered workshop begun in 1964 at Murdoch Center, a state institution for the retarded with a resident population of 1,500. The workshop has proved to be one of the best training situations in the institution's vocational program; in addition to serving the needs of residents of the Center, it provides a short-term training program in mental retardation for rehabilitation counselors throughout the state. Research is being conducted on various schedules of reinforcement on work productivity. The Center's workshop also serves as a demonstration area on the vocational potential of the mentally retarded. [Rehabilit. Lit., 1966, 27 (10) 25.]

Texas Rehabilitation Center of Gonzales Warm Spring Foundation. A project to demonstrate the extent to which quadriplegics can be made self-supporting. Progress report of V.R.A. supported Project No. RD-1860-G. Gonzales, Texas: The Foundation, 1967.

> The project aims to develop their vocational skills in a residential workshop setting. The initial project was in the field of ceramics; later art instruction was added. Training for the state examination as an insurance representative and training in the field of plastic products are being considered for future development.

U. S. Department of Health, Education and Welfare. Mental retardation activities annual report. Washington: U. S. Govt. Printing Office, 1966. 87 pp.

A paragraph in the section on Vocational Rehabilitation Administration states that the second most important de-development of the year is the use by state rehabilitation agencies of vocational rehabilitation funds to establish evaluation centers, occupational training centers, workshops and other specialized facilities. The 1967 issue of the same annual report contains a similar paragraph.

U. S. Department of Health Education and Welfare, Social Security Administration, Bureau of Hearings and Appeals. Guidelines for the preparation of an evaluative report for social security disability hearing cases in a diagnostic workshop. Revised July, 1966. Washington, D.C.: Social Security Admin., 1966.

Detailed instructions for complete vocational evaluation for Social Security claimants based on recent court rulings are given. The intake and processing phase, workshop experience, work evaluation, and detailed diagnostic reports for each individual are fully covered. Included in the appendices are three court decisions as well as testimony of Dr. Karl Heiser, vocational consultant. Two articles giving the ethical and legal implications of the vocational counselor as an expert witness are also included.

U. S. Manpower Administration. Sheltered workshops; a pathway to regular employment. Washington, D. C.: Government Printing Office, 1967. vi, 36 pp. Tabs., charts.

A report on the role of the sheltered workshop in helping those with physical, mental, emotional, or social disabilities prepare for employment. Described are services and types of workshops; organization, size, and location; work performed; wages given; job development and placement; role of workshops under the Manpower Development and Training Act and recent legislative developments. [Rehabilit. Lit., 1967, 28 (6), 198.]

Villarreal, Romeo. A residential vocational school. Rio Grande Association for the Mentally Retarded, Inc. Edinburg, Texas: undated. 3 pp.

This mimeographed article describes the formation of the Center and the type of students. Training in realistic job situations and emphasis on wholesome attitudes in the trainees toward themselves, their handicaps, jobs and other people are the purposes of this institution.

Wagner, E. E. and Capotosto, Mary. Discrimination of good and poor retarded workers with the Hand Test. Amer. J. of Ment. Def., 1966, 71 (1), 126-127.

Using the Hand Test (a projective test telling what 10 pairs of hands in pictures are doing) on two groups of retarded subjects in the Lincoln State School, discrimination was obtained between "good" and "poor" workers.

Walter, J. K. Teaching the Blind. Industrial Arts & Voc. Educ., 1967, 56 (2), 53-54.

A detailed guide to instruction of blind students in a shop training setting. Instructions include general suggestions such as safety practices and demonstrations, as well as a detailed lesson plan for teaching the operation of a drill press.

West Virginia State Board of Vocational Education, Division of Vocational Rehabilitation. Denied. A Study and Development of a Vocational Rehabilitation Program for denied O.A.S.I. Disability Applicants. V.R.A. supported Project No. 569. Charleston, West Virginia: The State Board, 1963. 180 pp. Mimeo.

This report concerns the 40% of applicants for early social security who are denied and referred to the state vocational rehabilitation agency for services.

It was found the average claimant was disabled at 47 with cardio, pulmonary and neuro-psychiatric problems 50% of the time. Seven years later after little medical attention or employment, he applied for benefits. He was then of an average age of 55, married with 2 dependents, less than sixth grade education, with an unskilled work history. Findings of the project emphasize the need for better

liaison between Social Security and Vocational Rehabilitation, the need for work with the more severely disabled, and the development of new services and special workshop facilities.

Whitehouse, F. A. The cardiac work evaluation unit as a specialized team approach. J. of Rehabilit., 1966, 32 (2), 66-67.

Discusses the history, development and clinical significance of the cardiac work evaluation unit, with special attention to the role of the team of specialists considered essential to the effective performance of this unit in the rehabilitation of the cardiac ill.

Wing, J. K. Social and psychological changes in a rehabilitation unit. Social Psychiatry, 1966, 1 (1), 21-28.

The later stages of rehabilitation were studied in a group of 212 disabled persons passing through an Industrial Rehabilitation Unit. A characteristic of these individuals was a lack of confidence in their ability to obtain and hold down a job. In accordance with prediction, a substantial proportion improved in this respect, according to both objective and subjective measurements. The improvement was accompanied by a decrease in self-rated anxiety and depression. Those who became confident were significantly more likely to be employed two months after leaving the unit than those who remained unconfident. The major difference between those who improved and those who did not was in initial attitude. [Psychological Abstracts, 1966, 40, 1275. No. 13414.]

Workshops for the handicapped: an annotated bibliography. No. 1, 2, and 3. Los Angeles: California State College at Los Angeles, 1964, 1965, 1966.

The three previous issues of this bibliography on workshops contain abstracts of items published through June 1966.

Worley, B. H. A community oriented vocational education program. C.O.V.E. (Formerly, A rehabilitation center for persons with multiple handicaps). Everett, Washington: Delta Foundation for Rehabilitation and Research, 1967. 8 and 8 pp. Mimeo.

Twc reports detail the interim findings of this V.R.A. supported project. Statistics on success and failure of their difficult-to-rehabilitate clients are given.